

# Women's Economic Opportunity



## **DATA, DIPLOMACY & THE NEW OECD GENDER INITIATIVE**

**PRESENTED BY  
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U.S. AMBASSADOR TO THE OECD**

“Shouldn’t our daughters have the same opportunities as our sons?”

Barack Obama



- Lilly Ledbetter Law the first President Obama signed into law
- Health Care Reform helps women and families
- Report on the Status of Women in America – the first in decades
- At the OECD...the US asked for a Gender Initiative. The 34 member countries just approved it.

# American Workplace



## Then

- Worked 40 hours a week, 40 years for one employer; strong unions
- “Family wage” & benefits supported by full employment & social insurance policies
- High school or college education sufficient ticket to middle-class life

**“Big Employer – Company Man”**

## ...and Now

- 1/4<sup>th</sup> of workers have non-standard jobs; change jobs every 5 yrs; lack unions
- Americans compete with each other & workers around the world for wages and benefits
- Unique skills or assets required

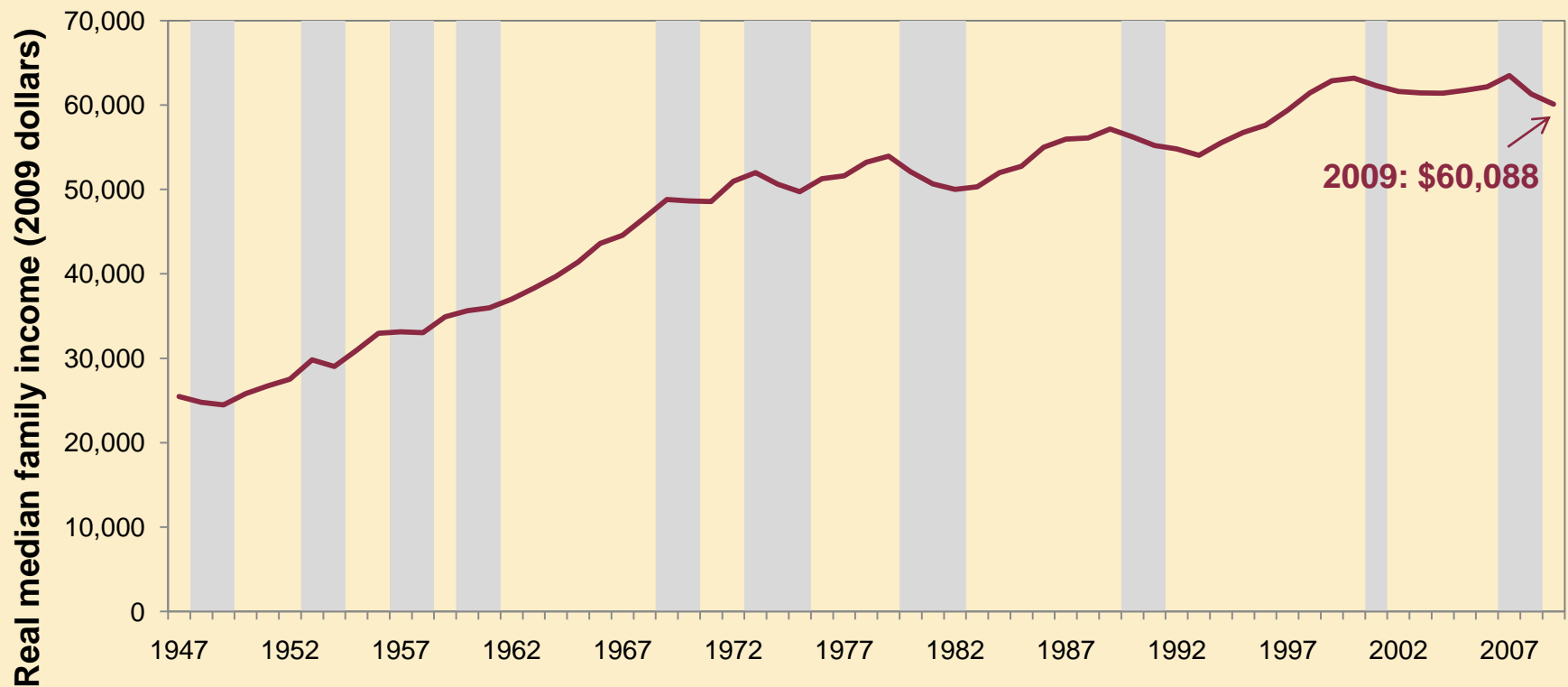
**————→ “Global Free Agent”**

# Family Income



## Median income growth slows substantially since early 1970s

Real median family income, 1947-2009



**Note:** Shaded areas denote recessions.

**Source:** EPI analysis of U.S. Census Bureau data, *Historical Income Tables*.

# Family



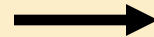
## Then

- 70% of families with children had a parent home full time
- Moms cared for kids, sick & elderly family members
- Divorce was rare

**“Breadwinner-Homemaker”**

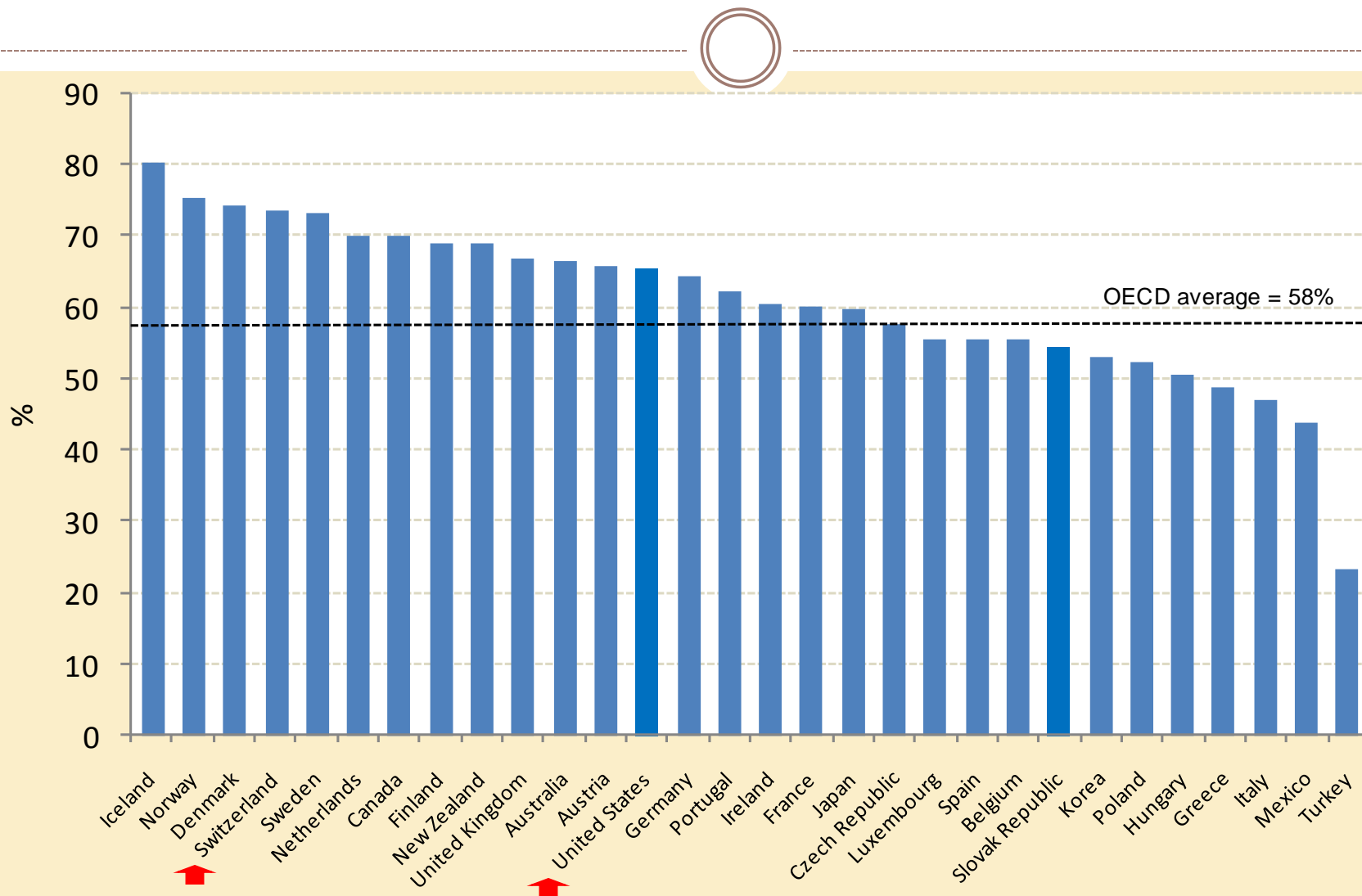
## ...and Now

- 70% of families with children headed by two working parents or a single parent who works
- Families rely on relatives, the market or juggling for care
- 50% of marriages end in divorce; 1/3 of kids living in single-parent families



**“Juggler Families”**

# Women's Employment/ Population Ratio



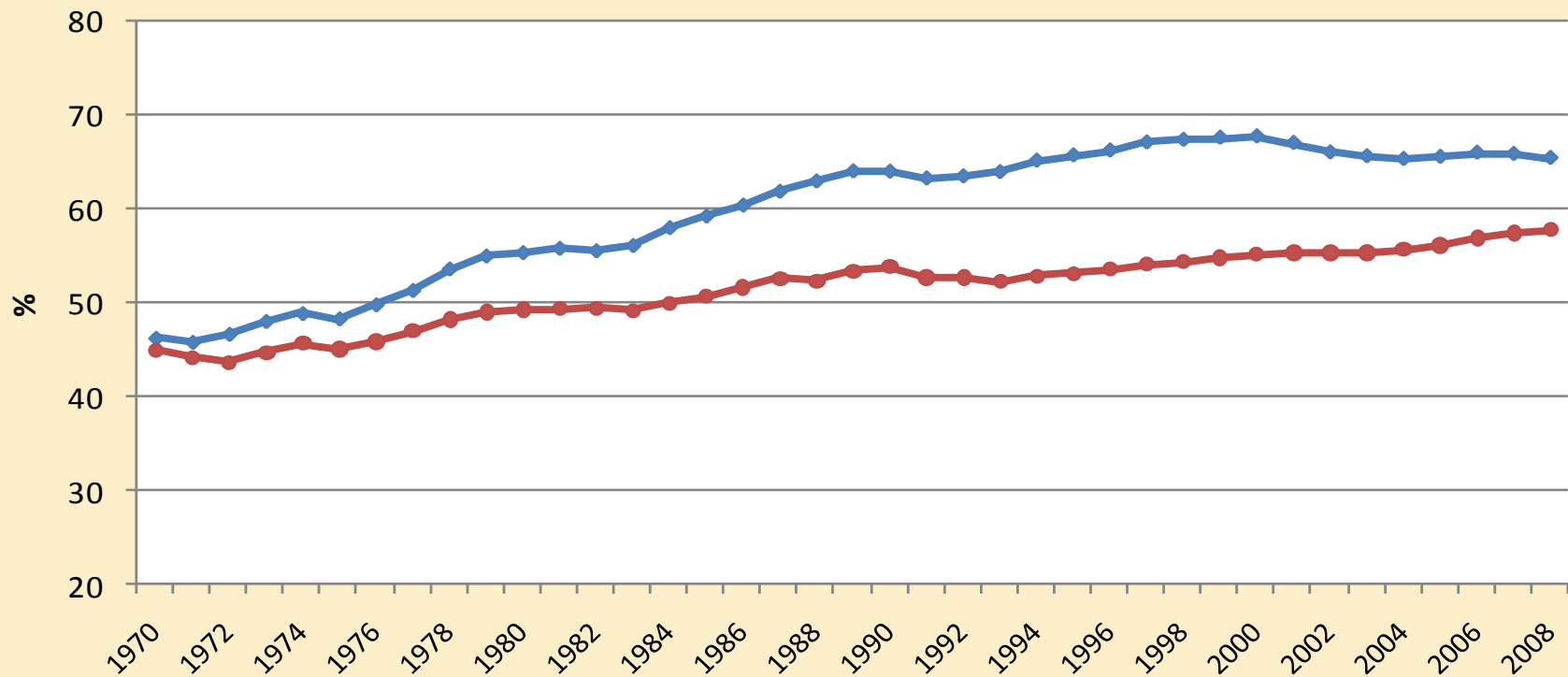
# Labor Force Participation of Women



## Women's Employment/Population Ratio (1970-2008)

Age 15-64

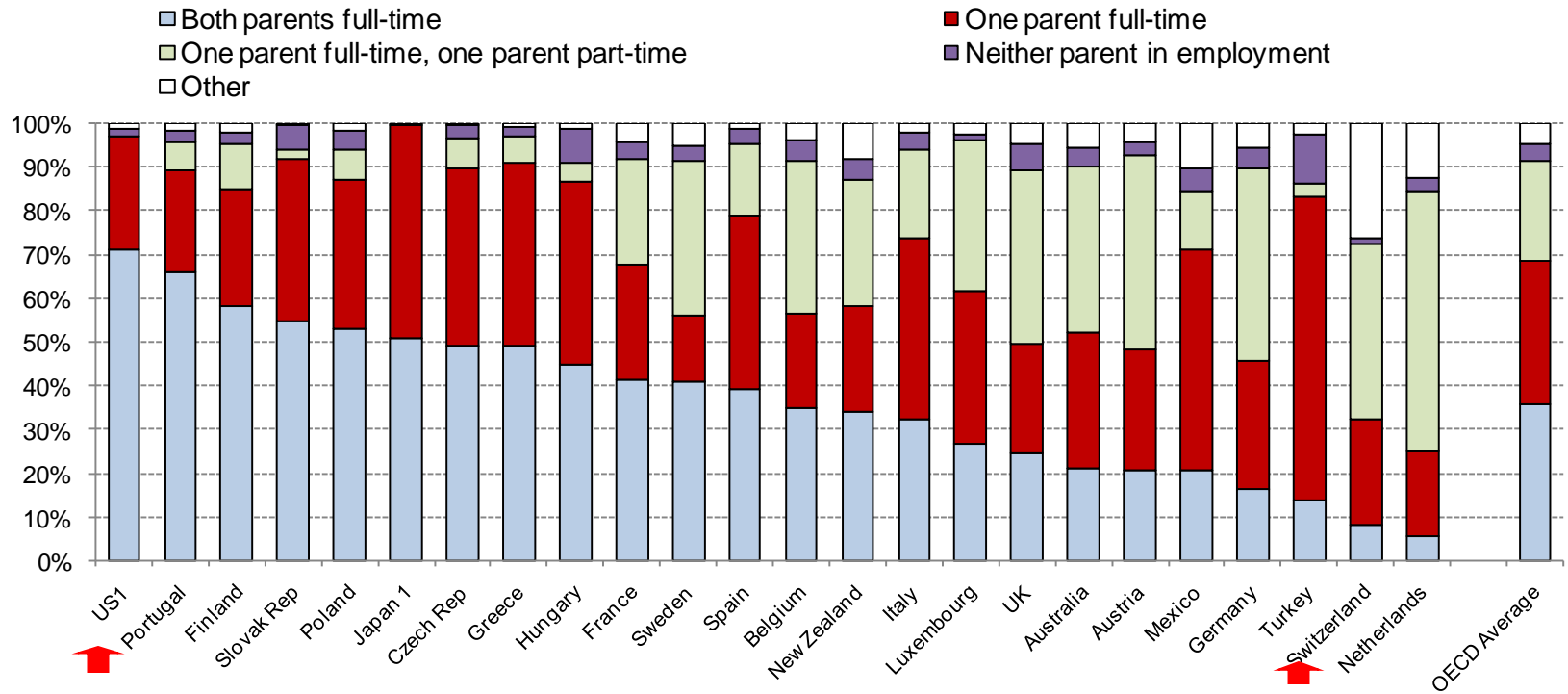
—◆— USA —●— OECD



# Both Parents Working



Employment patterns among couple families with children aged 0-14, 2007

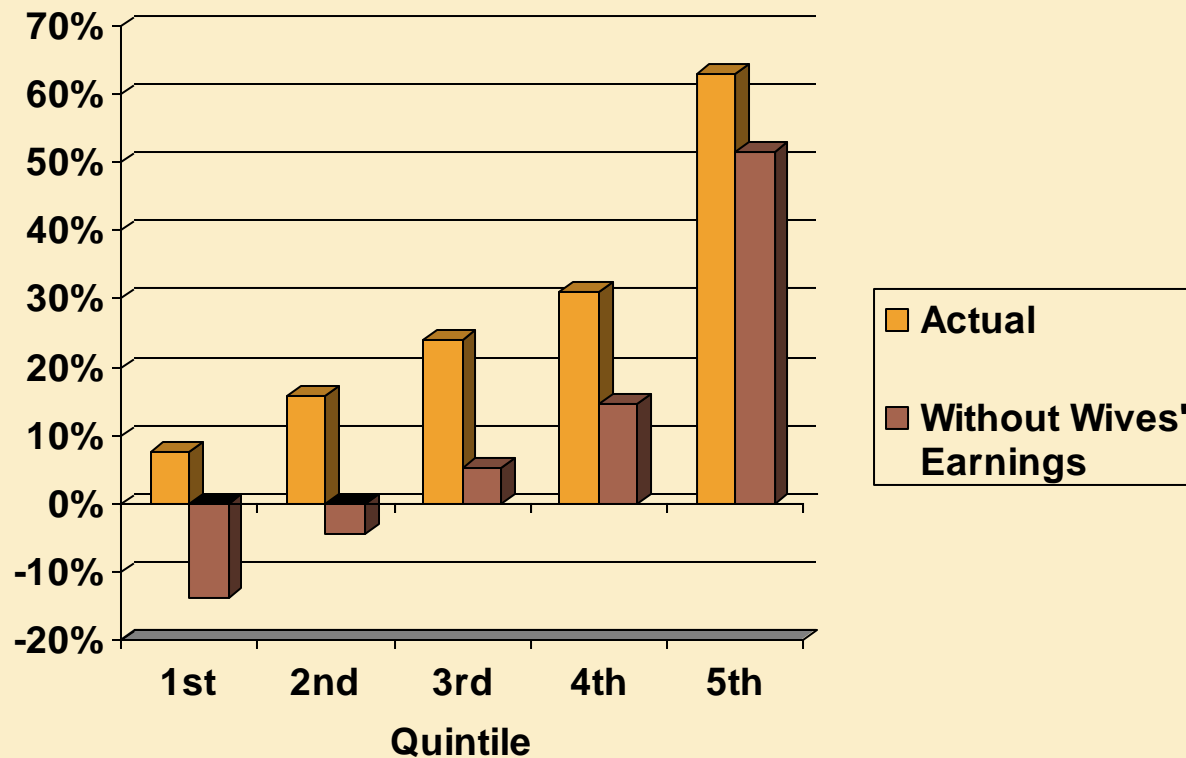




# Contribution of Wives' Earnings to Family Income



## Percent Change in Inflation Adjusted Income, by Quintile, 1979-2000

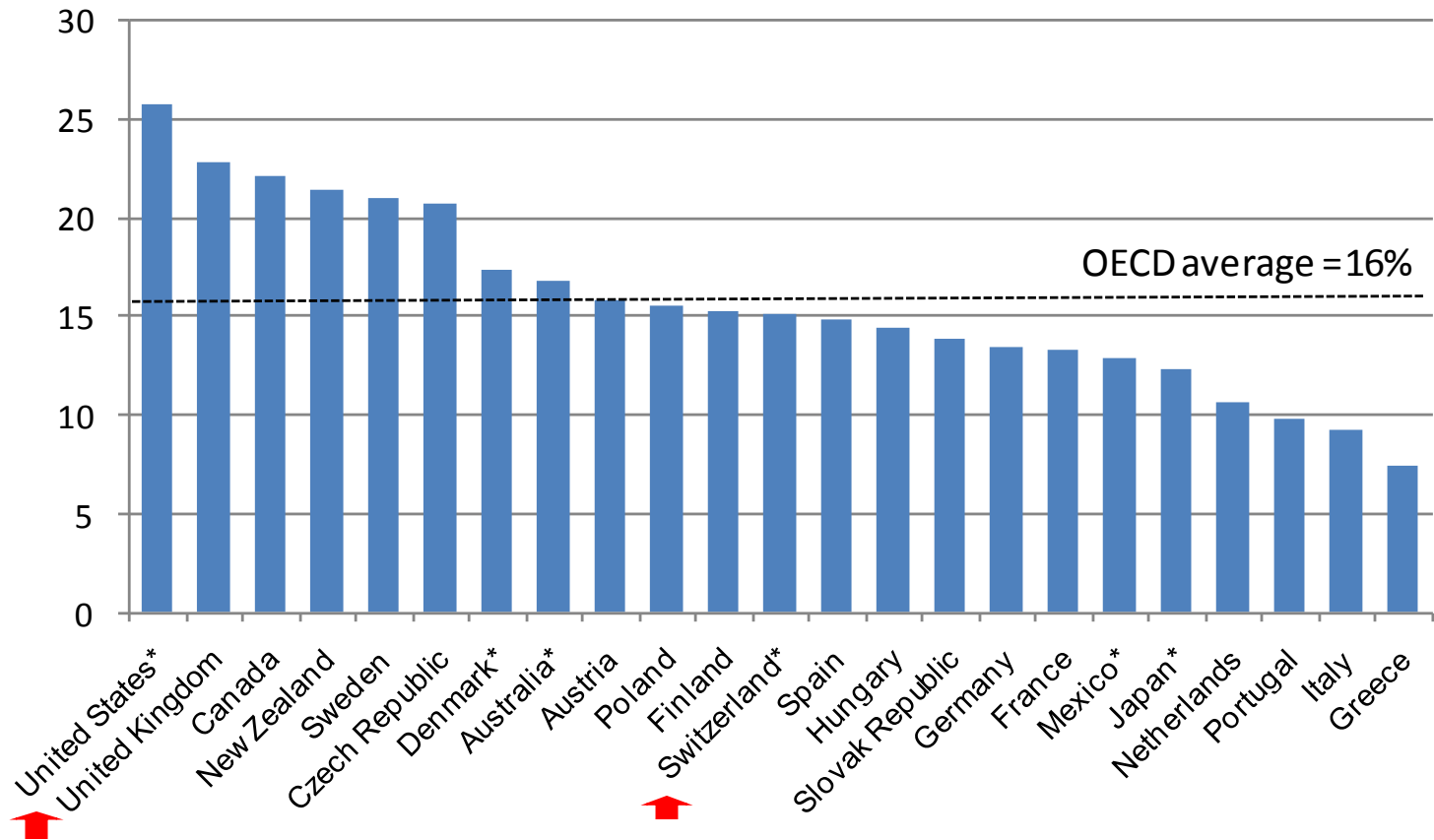


Source: Bernstein, J. and Kornbluh, K. (2004) *Running Harder to Stay in Place: The Growth in Family Work Hours and Income*

# Children in Sole Parent Families



Proportion of children aged 0-14 living in sole-parent families, most recent year



# Reforms Haven't Caught Up

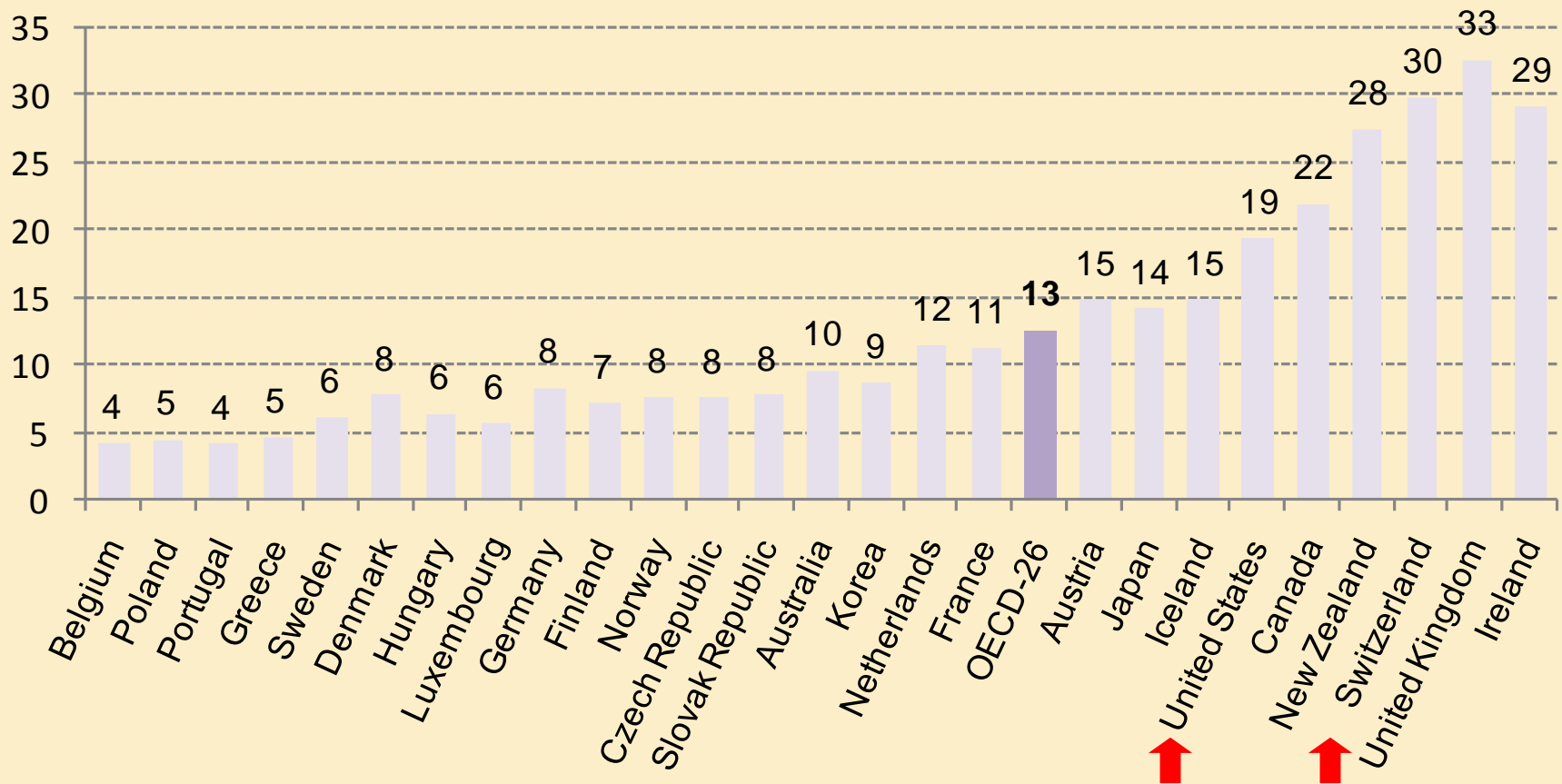


- Flexible Hours
- Leave
- Childcare
- Social Insurance
- Employment Rules
- Family & Community Responsibility Sharing

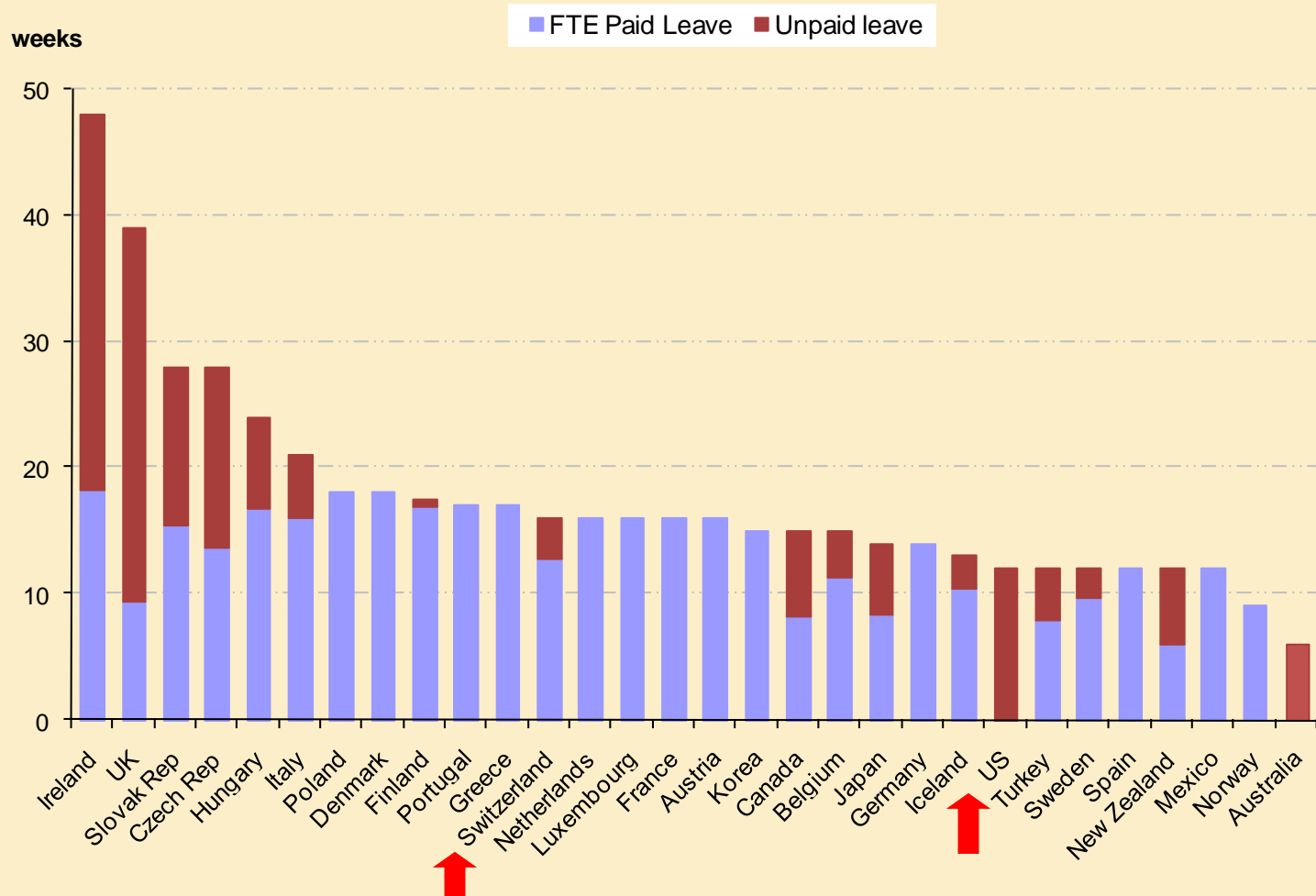
# Childcare Cost



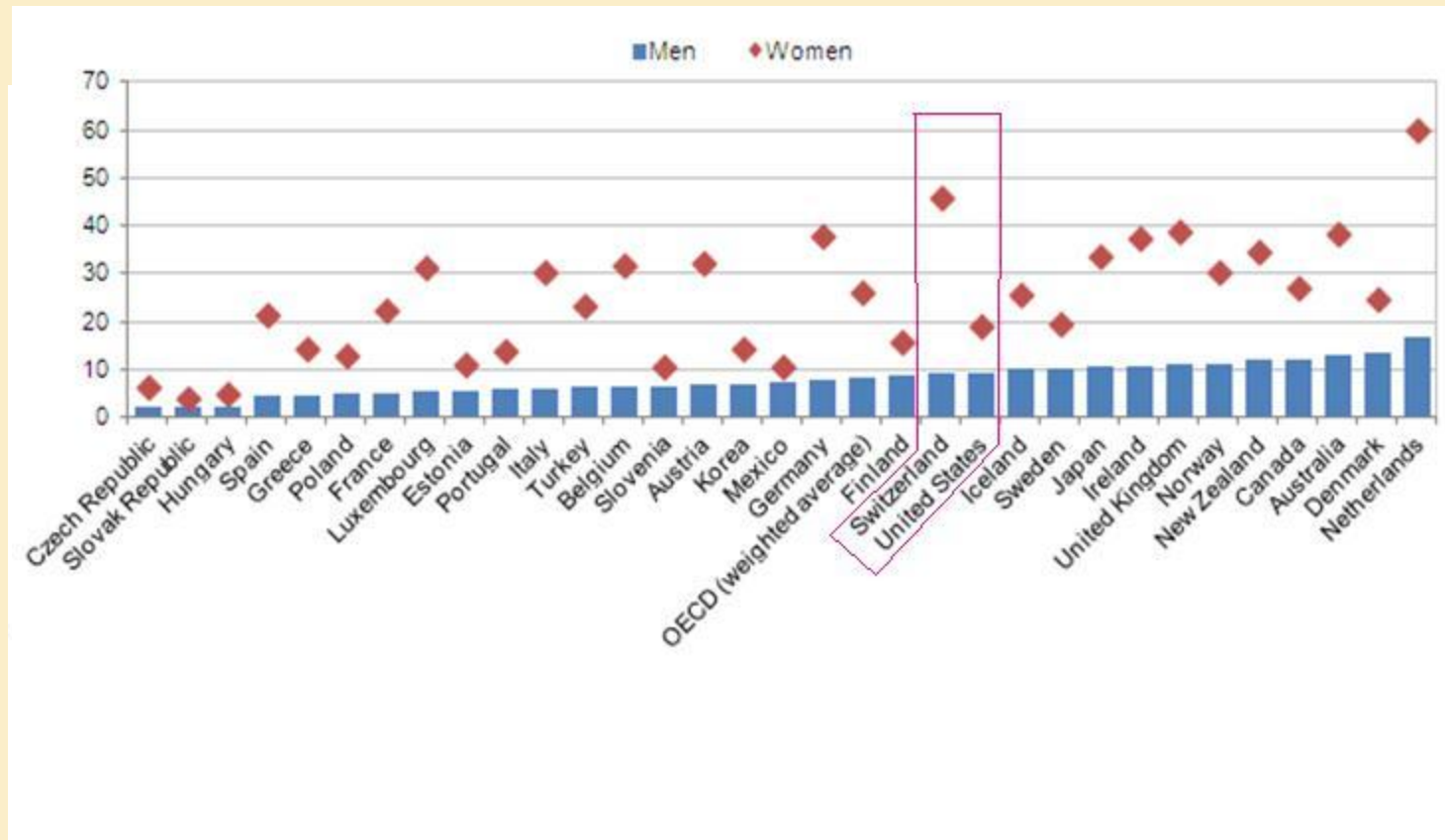
- *Childcare cost in % of family net income*



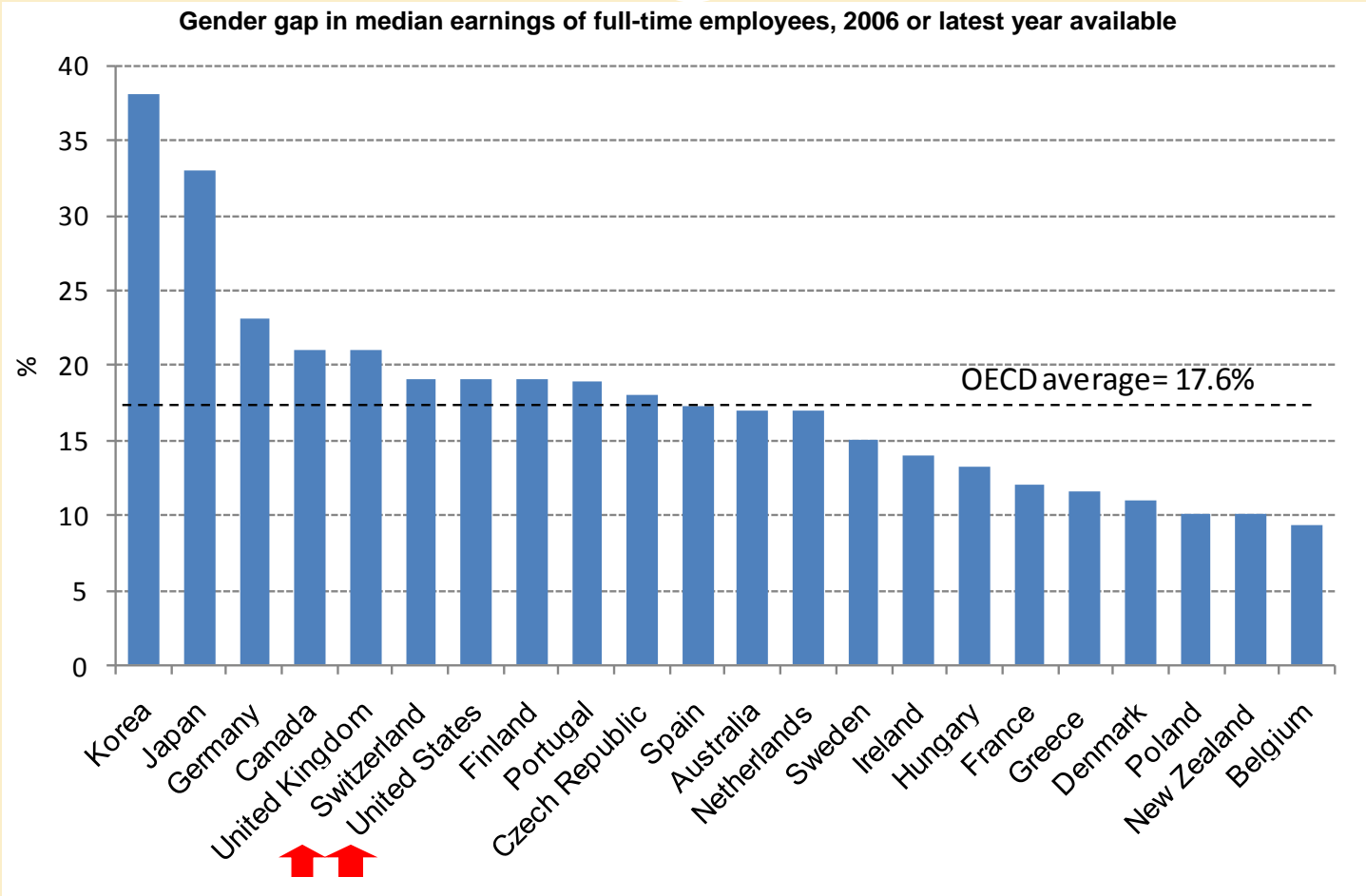
# Maternity Leave



# Part Time Employment



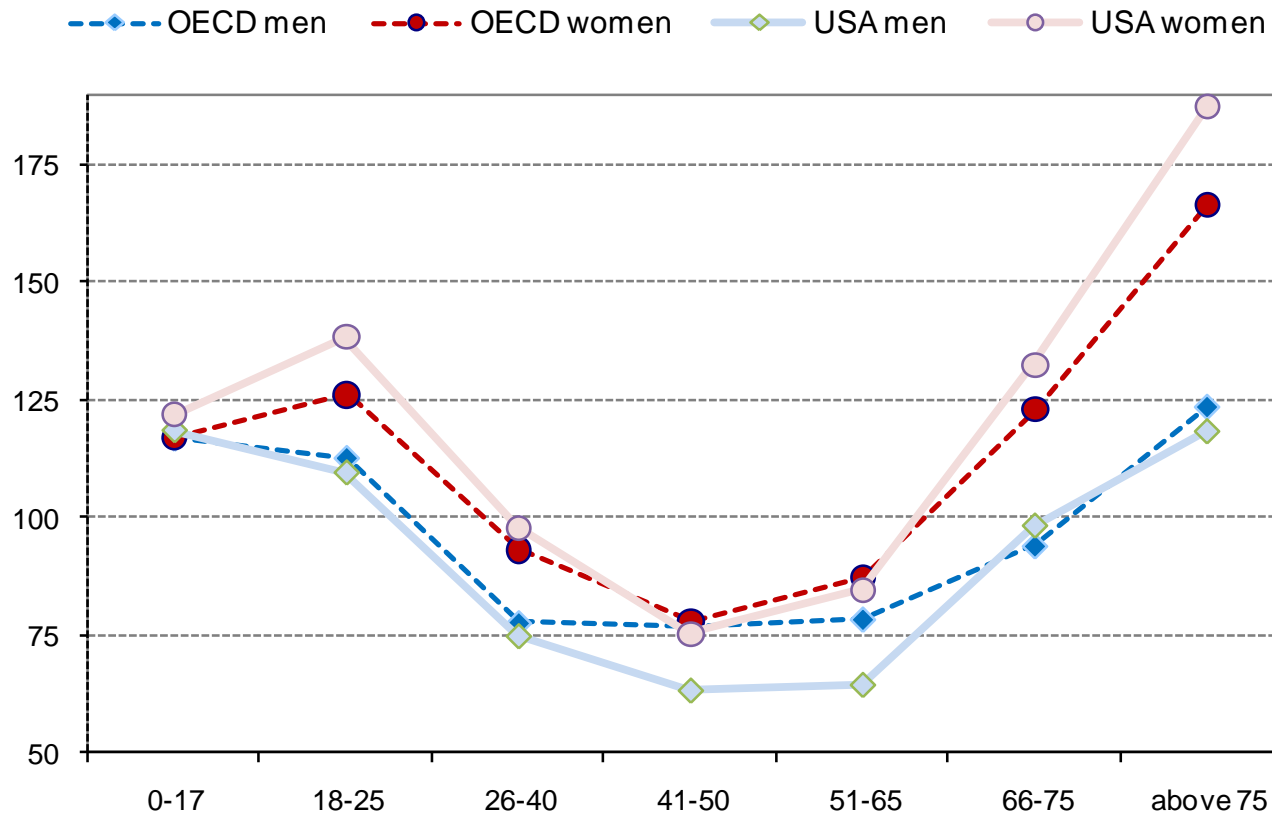
# Pay Gap



# Poverty Gap



Risk of relative poverty of men and women by age, OECD average, mid-2000s  
Poverty rate of the entire population = 100

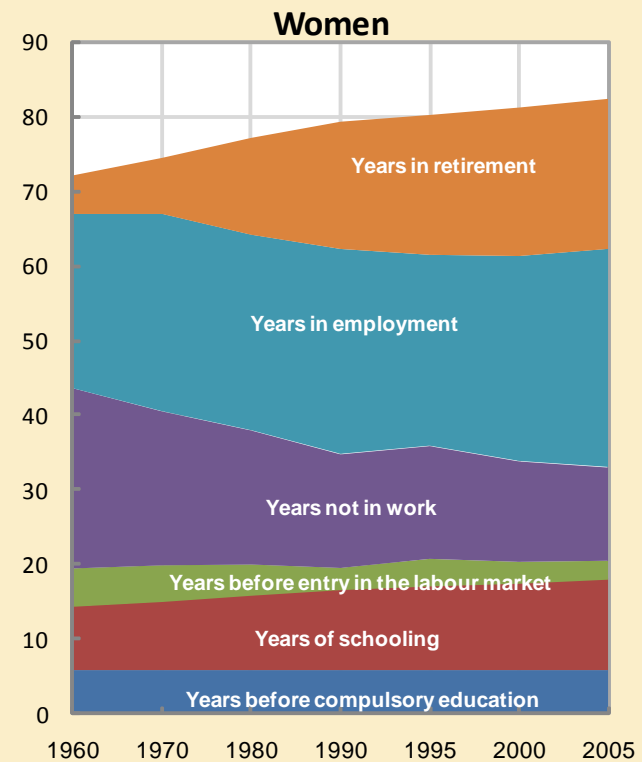
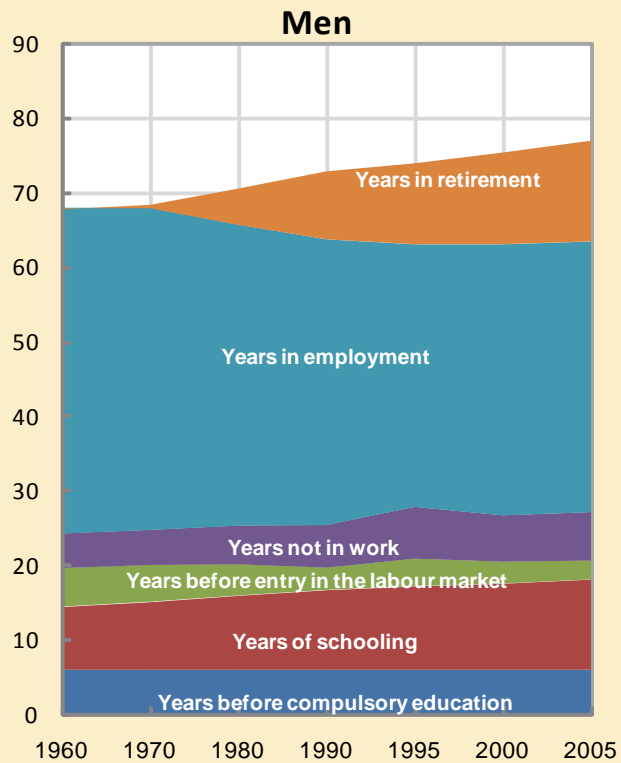




# Retirement Gap



Years spent in different activities by men and women in a typical OECD country

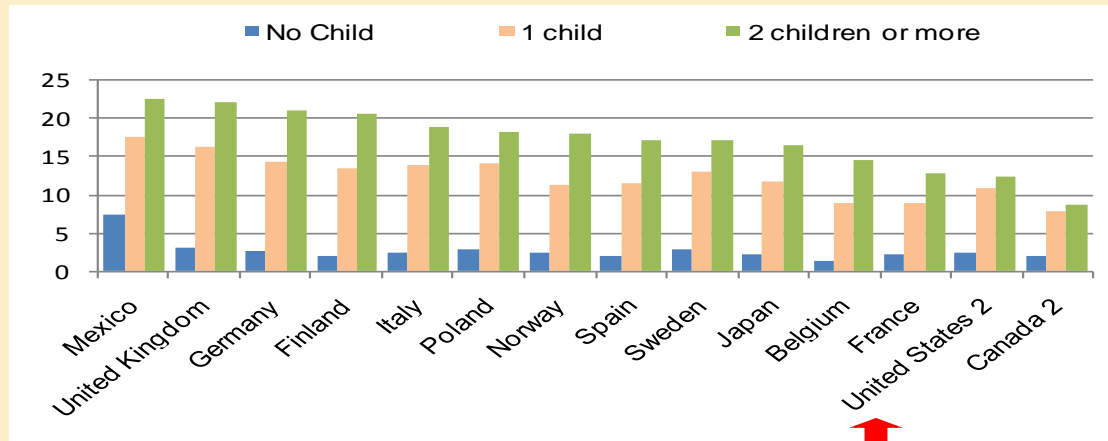


# Caretaking Time Gap

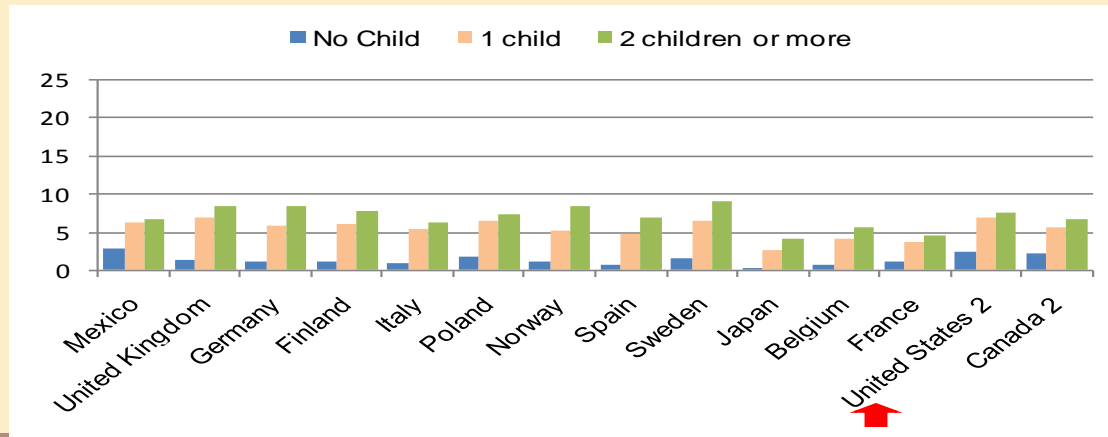


Percentage of time dedicated to care work, by number of children under school age<sup>1</sup>

## Women



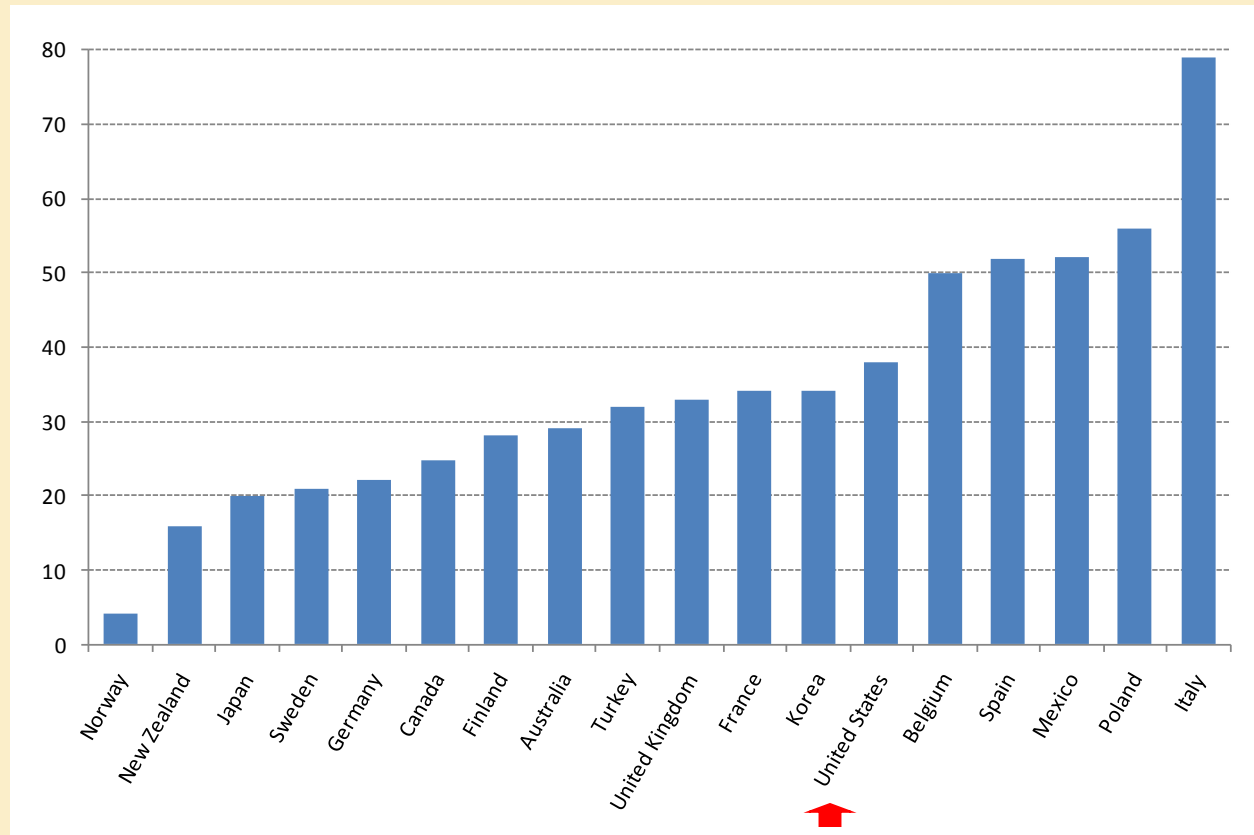
## Men



# Leisure Time Gap



Gender differences in leisure time, minutes per day  
(positive figures show a male advantage)



# Women in the Boardroom



- OECD Average – 11.7%
- United States – 15.2%
- Switzerland – 9.2%

# OECD Work on Family



- *Babies and Bosses* (2008) and *Doing Better for Children* (2009)
- *Reconciliation of Work and Family Life in OECD Countries* (2006)
- *Can Parents Afford to Work? Childcare costs, tax-benefit policies and work incentives* (2006)
- *The Impact of Parental Leave on Maternal Return to Work after Childbirth in the United States* (2003)
- Gender Brief

# OECD Gender Initiative



- Last gender declaration 1980.
- Political and financial leadership from the United States
- Focus: Education, Employment, Entrepreneurship

## Deliverables:

- Knowledge network with World Bank, UN, IFC will produce indicators and benchmarking data
- Tool kit of effective policies
- Political Statement

# Gender Initiative Deliverables



## **OECD Social Policy Ministerial**

- “Doing Better for Families”

## **50<sup>th</sup> Anniversary OECD Ministerial:**

- List of the key drivers of inequality in the fields of education, employment and entrepreneurship.
- Snapshot/cross-national benchmark of OECD member states, EE and MENA partner nations, and select countries in Sub-Saharan Africa.
- List of best practices countries are using to narrow the gaps.

## **Project conclusion in mid-2012:**

- OECD and partners WB, IFC and UN comprehensive list of indicators, including never before produced indicators on entrepreneurship.
- Menu of policy options/toolkit for policy makers to address inequalities that still exist.
- Freely accessible data portal for indicators.